

**City of Carlsbad  
Employee Benefits**

**MANAGEMENT EMPLOYEES  
Non-Safety**



**Group Health Insurance**

Employees may choose from several medical plans available through the California Public Employees' Retirement system (CalPERS). Both employee and the City share premium costs. Employees who purchase medical insurance are required to purchase dental at the same coverage level. Excess benefits credits can be used to purchase vision insurance and/or to contribute to a health care or dependent care flexible spending account (FSA).

**Flexible Spending Accounts (FSA)**

A flexible spending account allows you set aside pre-tax dollars to reimburse yourself for eligible health care and/or dependent care expenses.

**Retirement**

The City participates in the CalPERS program. Effective November 28, 2011:

1. 2% at 60
2. 3-year Final Average Earnings (FAE) for final compensation calculation

**Life Insurance**

The City provides each employee with life insurance equivalent to two times annual base salary. Employees may purchase additional life insurance equivalent to two times the base amount.

**Accidental Death and Dismemberment**

This is a voluntary employee paid benefit available to any employee who chooses to participate.

**Long Term Disability**

The City provides long term disability, which may provide up to 60% of basic monthly earnings while disabled.

**Holidays**

The City observes 11 scheduled holidays plus one floating holiday per year.

**Vacation**

Vacation hours earned is based on years of continuous service. All employees are entitled to accrue vacation hours up to a maximum of 320 hours.

**Executive Leave**

Management employees shall receive 56 hours of executive leave time per fiscal year.